GOVERNMENT OF INDIA
MINORITY AFFAIRS
LOK SABHA

UNSTARRED QUESTION NO:2766
ANSWERED ON:03.08.2016
Appointment of Minorities in Jobs
Ajmal Shri Sirajuddin

Will the Minister of MINORITY AFFAIRS be pleased to state:

(a) the present status of appointment of minority communities in Public Sector Undertakings, Centre, State / UT-wise;

(b) whether the present status, as recorded, is justified and if so, the details thereof and if not, the reasons therefor;

(c) whether the Government has any policy/directive/instruction in favour of restoring least minimum justification to these communities in getting appointment proportionately; and

(d) if so, the details thereof and the corrective steps taken by the Government in this regard?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) FOR MINORITY AFFAIRS (SHRI MUKHTAR ABBAS NAQVI)
(a) & (b): As per the data collated by the Department of Personnel and Training (DoP&T), the recruitment of minorities in the Central Ministries/ Departments, Public Sector Enterprises, Public Sector Banks, Financial Institutions, etc was 7.89% in 2013-14 and 8.56% (provisional data, collated from 79 Ministries/Departments) in 2014-15. Data related to employment of minority communities in the State Governments and their undertakings is not collated by DoP&T.

(c) & (d): The Government is committed to ensuring fair representation of minorities in the Government employment including Public Sector Enterprises, Public Sector Banks, Financial Institutions, Railways, etc. Towards this end, DoP&T has issued necessary guidelines to Ministries / Departments of Central Government, Public Sector Enterprises, Public Sector Banks and Financial Institutions, quasi-Government organizations, autonomous bodies etc. and all appointing authorities, to give special consideration to minorities in recruitment, under the Prime Minister's New 15 Point Programme for the welfare of minorities, vide DoP&T's Office Memorandum dated 08.01.2007. DoP&T instructions, interalia, stipulate as under:
(i) The composition of Selection Committees should be representative. It should be mandatory to have one member belonging to Scheduled Caste (SC)/ Scheduled Tribes (ST) and one member belonging to minority community in Selection Boards / Communities for making recruitment to 10 or more vacancies.
(ii) Where the number of vacancies against which selection is to be made is less than 10, efforts should be made to have the Scheduled Caste / Tribes officer and a Minority community officer included in such Communities / Boards.
(iii) Wide publicity should be given to all appointments in Government, public sector banks and financial institutions. Advertisements should be issued in the language(s) spoken by large number of people of the State / Union Territories, apart from English and Hindi. Further, for Group C level posts, having only basic qualifying requirements, information about vacancies for recruitment should also be disseminated through schools and colleges in that area, in addition to normal channels.
(iv) Where there is concentration of minority community population in local areas, the vacancy circular in local language may be distributed in those areas by suitable arrangements.
These instructions are reiterated from time to time to all concerned appointing authorities.
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